Navy Workforce Research and Analysis Conference

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Assumptions

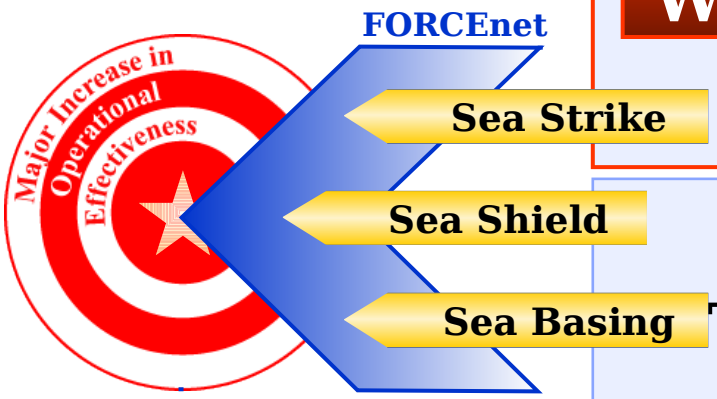
- How we fight wars is changing and we must have integrated human resource systems to compliment our technology road map
  - Fleet Response Plan deployments of the future will require a more agile and responsive human resource system
  - ships of the future will be optimally manned at 100% at C1 allowing less margin for error
- Today's Sailors are more educated and want more control of their destiny
- Navy's MPT system will roll into DIMHRS
- The COBAL systems we have from the 60's need to be upgraded
- There will be a ROI if:
  - we synchronize our MPT systems and reduce our IA account
  - we reduce infrastructure and manpower footprint
  - we reduce Sailor time to competency

Sea Power 21

HR Enablers

Sea Warrior

- Recruit
- Train
- Assign
- Educate
- Retain
- Manage
- Competency Development
- QOL



Sea Trial

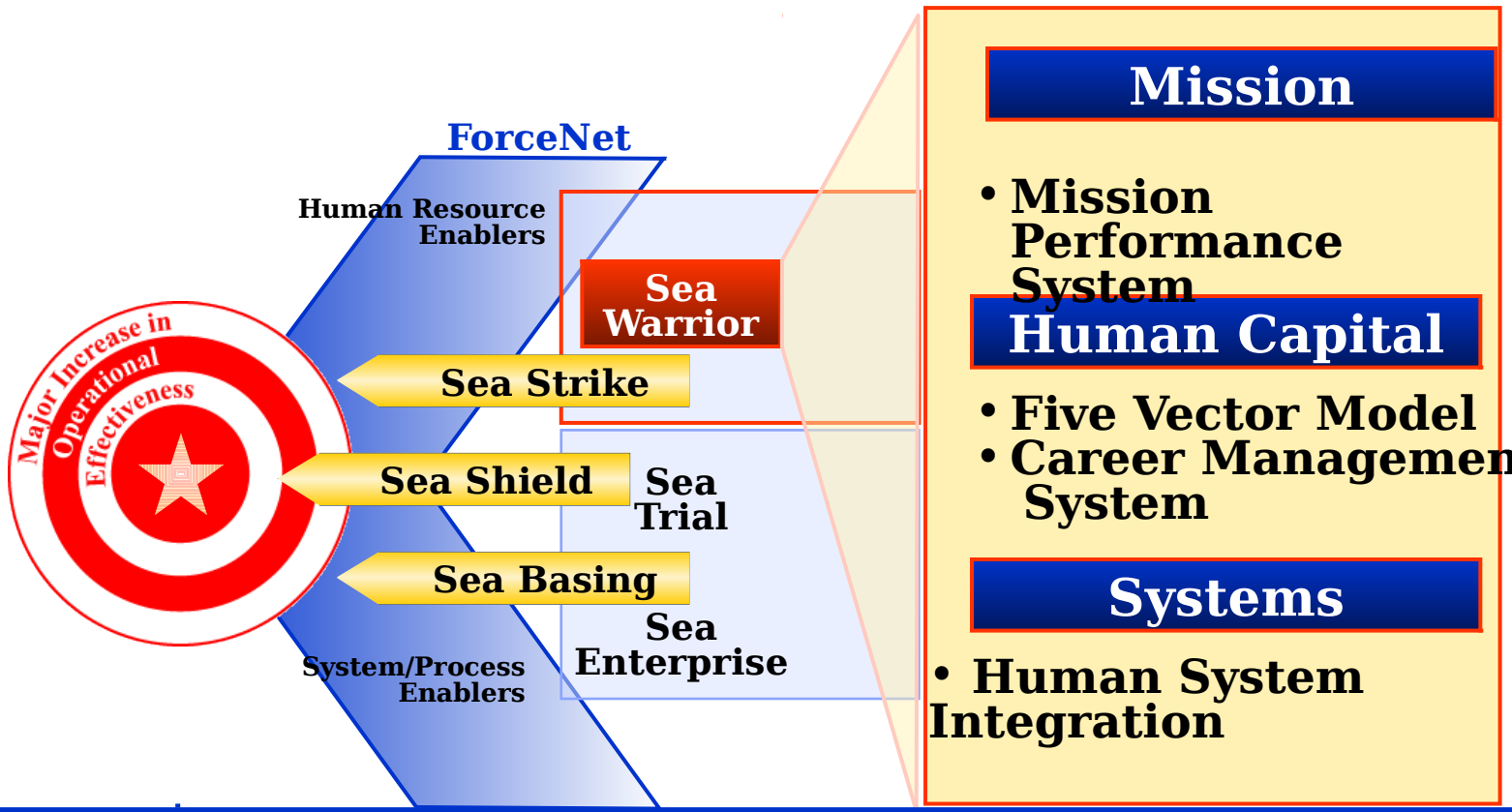
- Technology Push
- Concept Pull
- Spiral Development
- Institutionalizing
- Maximize Business Efficiency

Sea Enterprise

- Sustain Core Capabilities
- Optimize Investments
- Selected Business Reforms

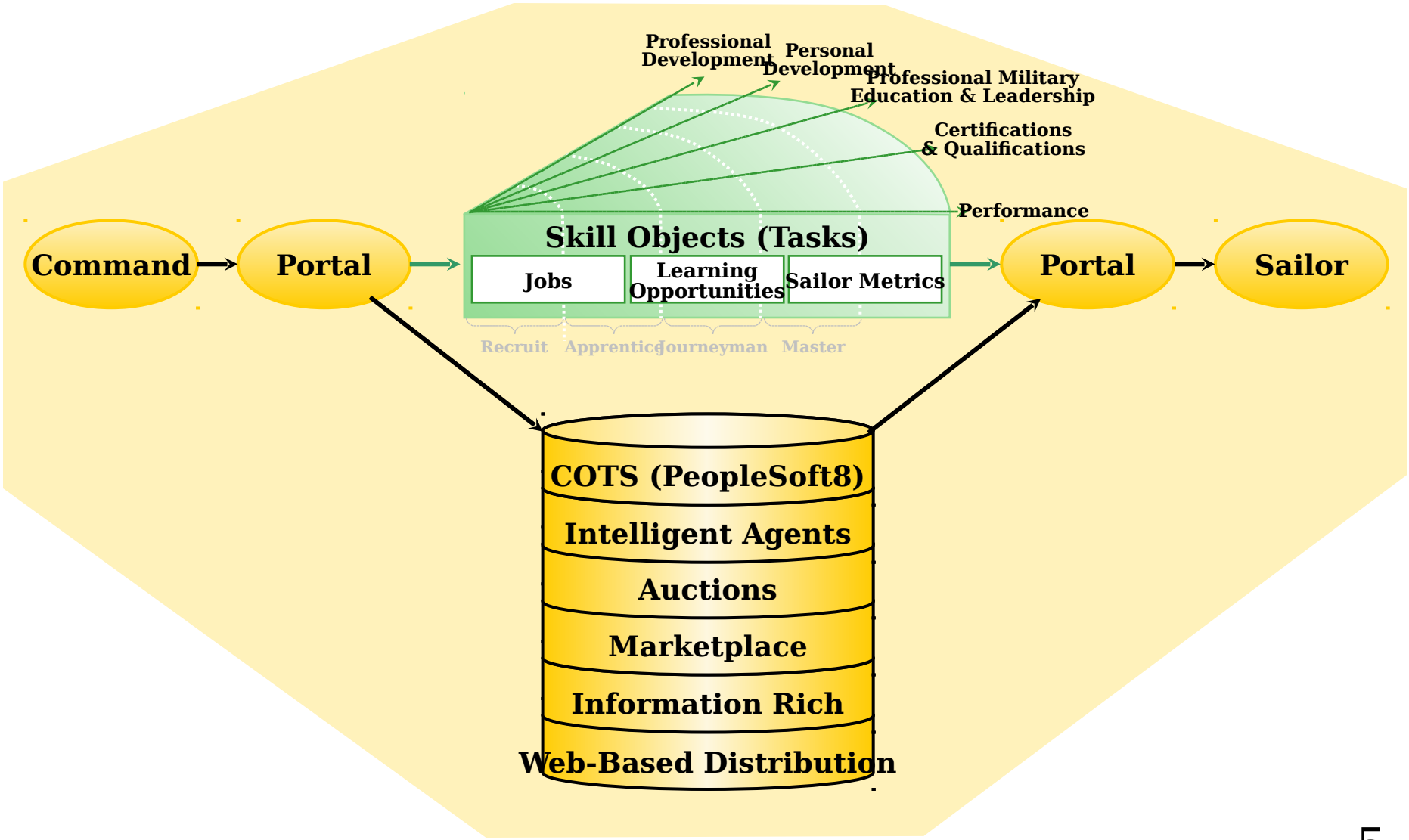
Process/System Enablers

Sea Warrior: Enabling Initiatives

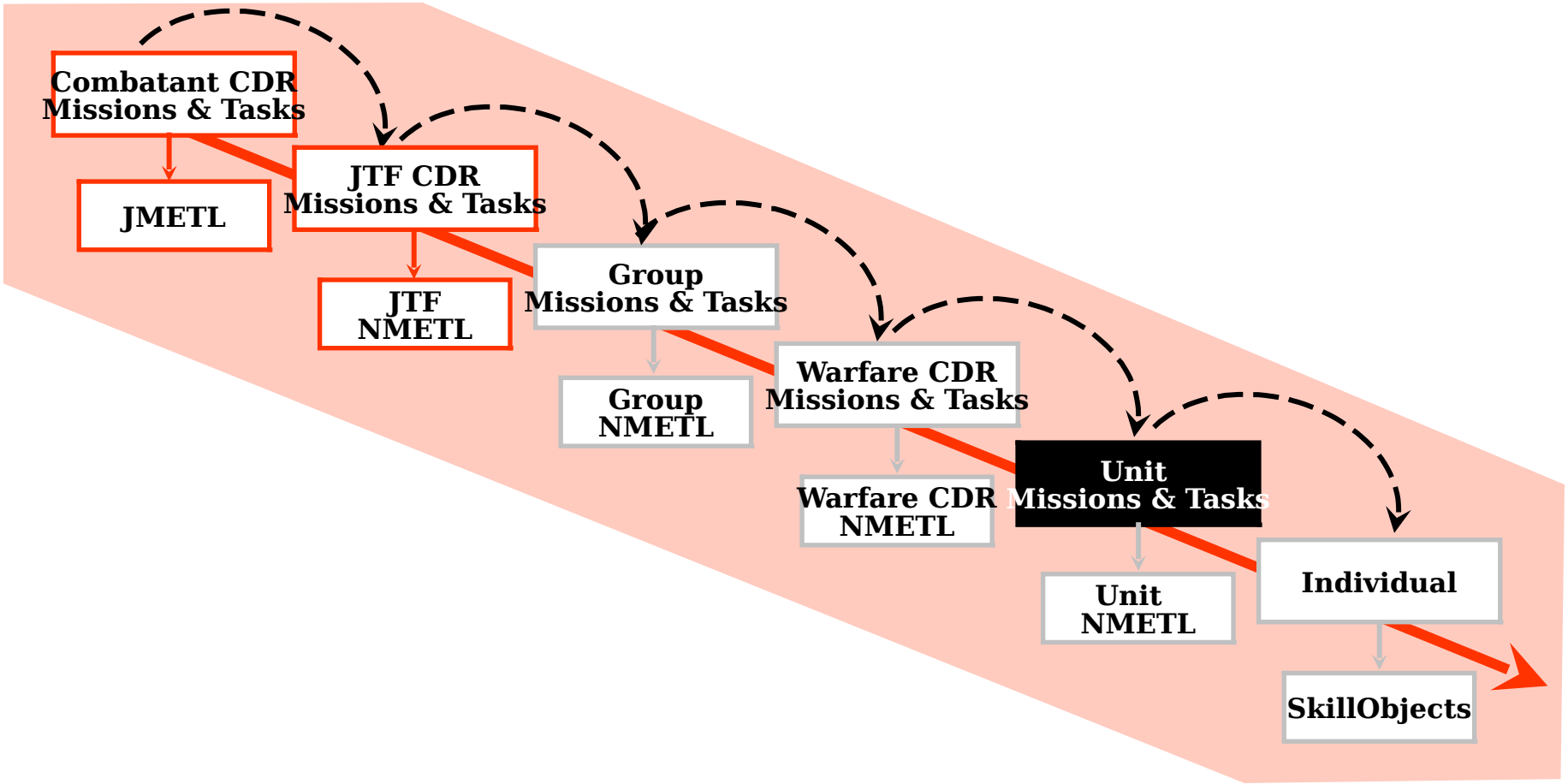


Optimize Fleet readiness through integration of MPT processes and systems development . . . focused on improving mission performance.

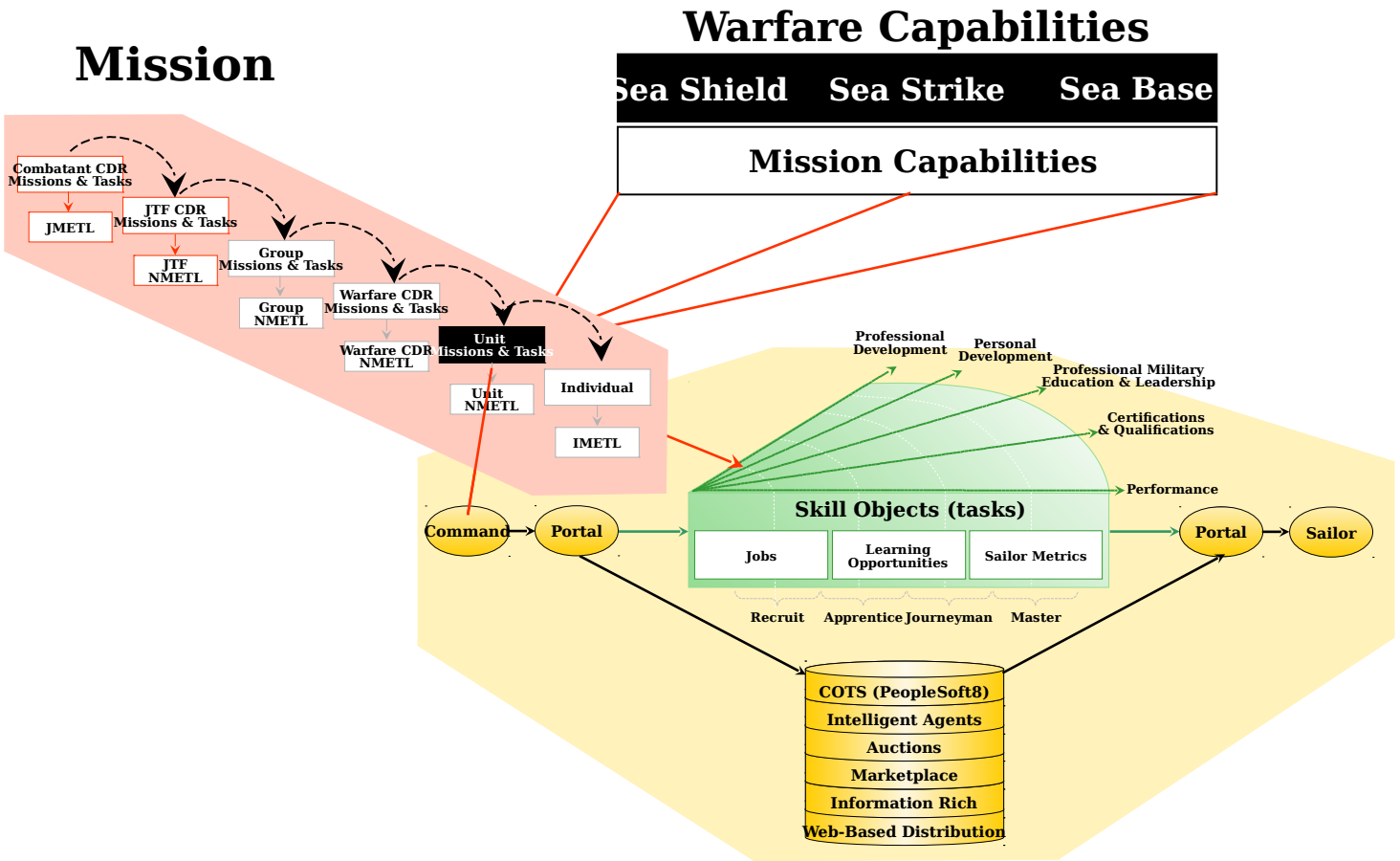
Human Capital



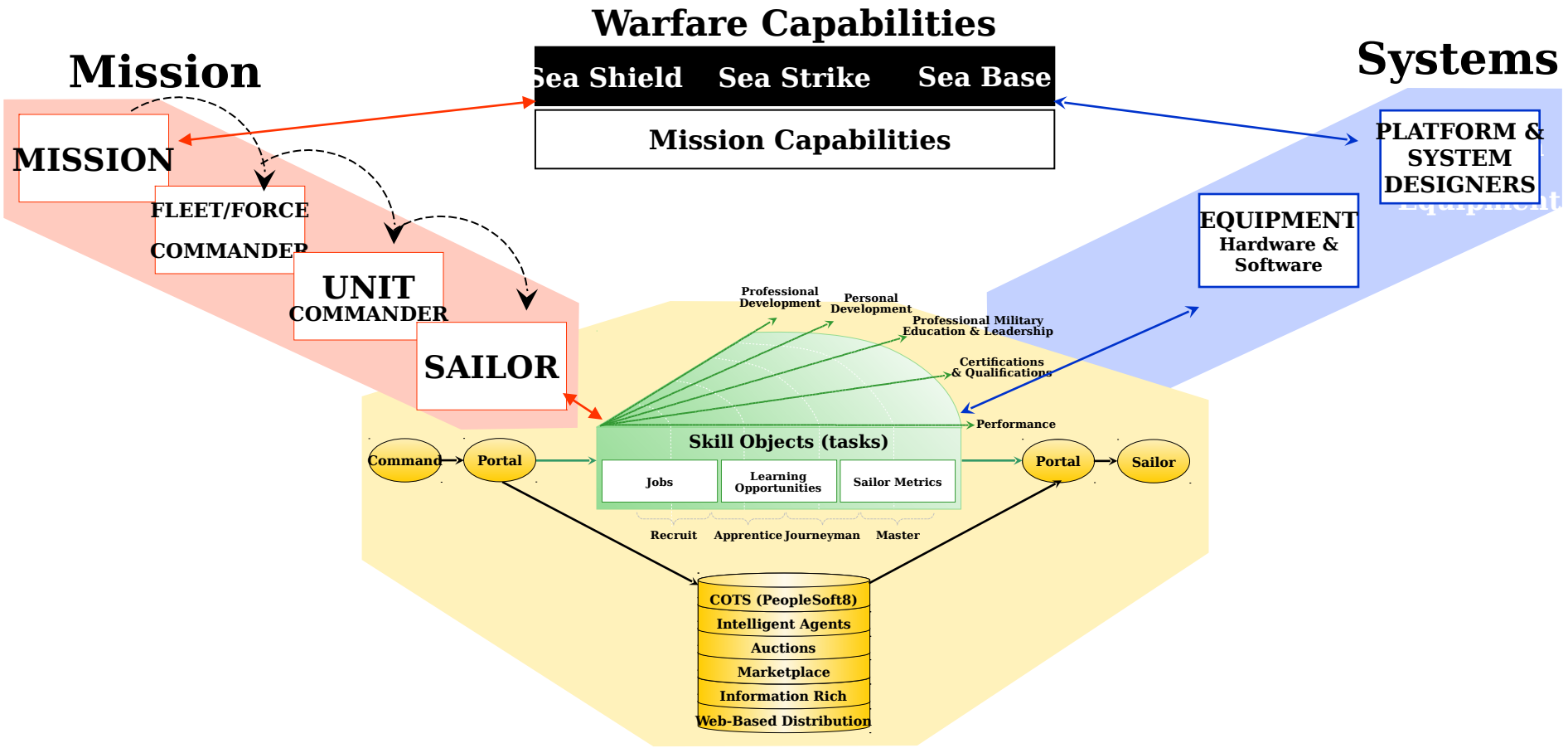
Mission


Combatant CDR Missions & Tasks
JMETL
JTF CDR Missions & Tasks
JTF NMETL
Group Missions & Tasks
Group NMETL
Warfare CDR Missions & Tasks
Warfare CDR NMETL
Unit Missions & Tasks
Unit NMETL
Individual
SkillObjects

Mission Alignment



Sea Warrior



Sea Warrior optimizes readiness to achieve corporate goals

Sea Warrior's "Rosetta Stone"

SkillObject

High fidelity definition of competencies required of a position, or possessed by a Sailor

SkillObjects

...a comprehensive characterization of work, workplace, and w

Performed, Learned, & Evaluated in a similar manner.

O*NET Skills & Abilities

Unique Knowledge

Performance

Devices & Software

Common Language: Knowledge Skills Abilities Tools

The Benefit of Skills Data Levels

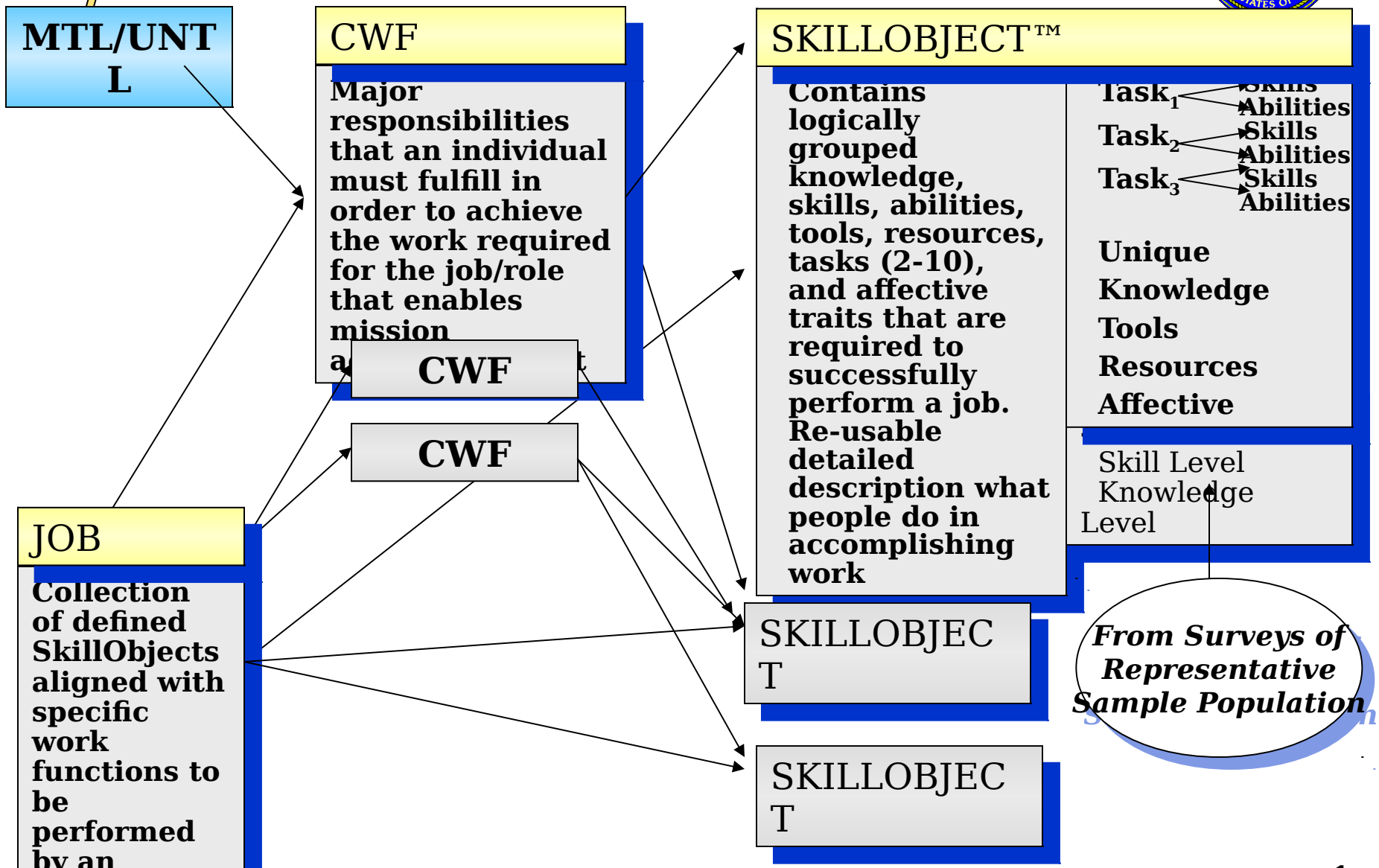
Sailor

Level I	Level II	Level III
What I Do	How I'm Assigned, Developed, Managed & Led	How I Help Optimize Design

Enterprise

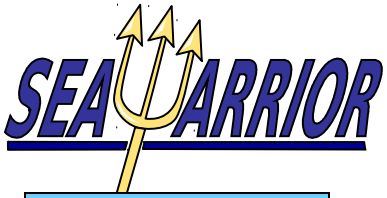
Level I	Level II	Level III
What Sailors Do	How Should We Assign, Develop, Manage and Lead	How We Improve Systems, Processes Effectiveness, and Individual/

SkillsNET Architecture



** SkillObject is a Trademark of SkillsNET—Navy has licensed unrestricted,*

Submarine Example



MTL/UNTL

NTA 5.6

CWF

Process Targets

CWF

Conduct Acoustic Warfare

JOB

Sonar Operator

SKILLOBJEC

Spherical Array Equipment

Tasks:

- Track Spherical Array contacts
  - Skill - Operation and control
  - Ability - Deductive reasoning
- Analyze self noise sources
- Analyze transient emissions
- Classify Spherical Array contacts
- Detect Spherical Array contacts
- Etc. (ten total tasks)

Unique Knowledge:

- Acoustic principles
- Equipment characteristics and limitations
- Ocean Environmental Conditions
- Underwater Fire Control Problem

Tools:

- Submarine sonar systems

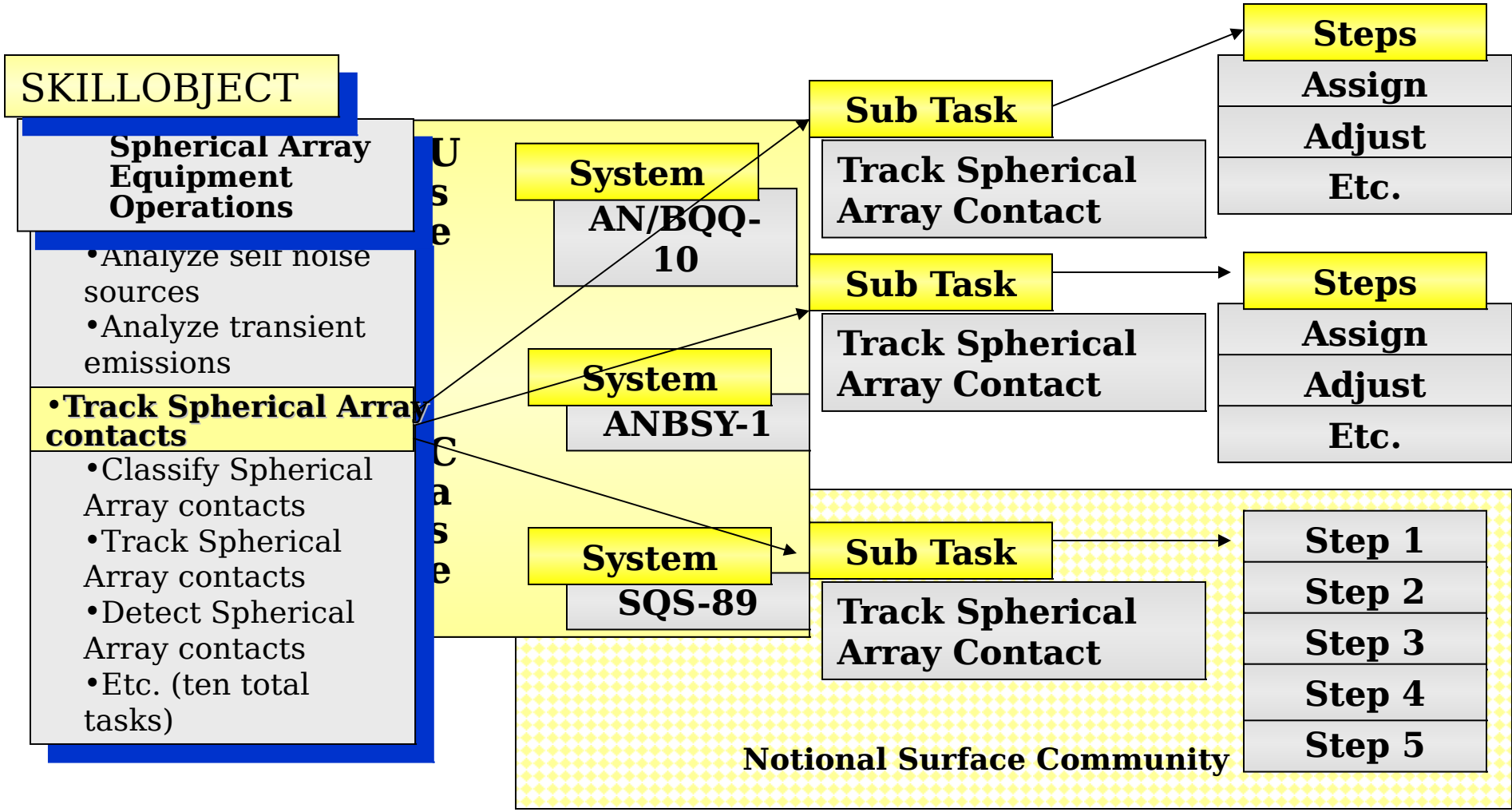
Resources:

- Naval Warfare Publications 3-21

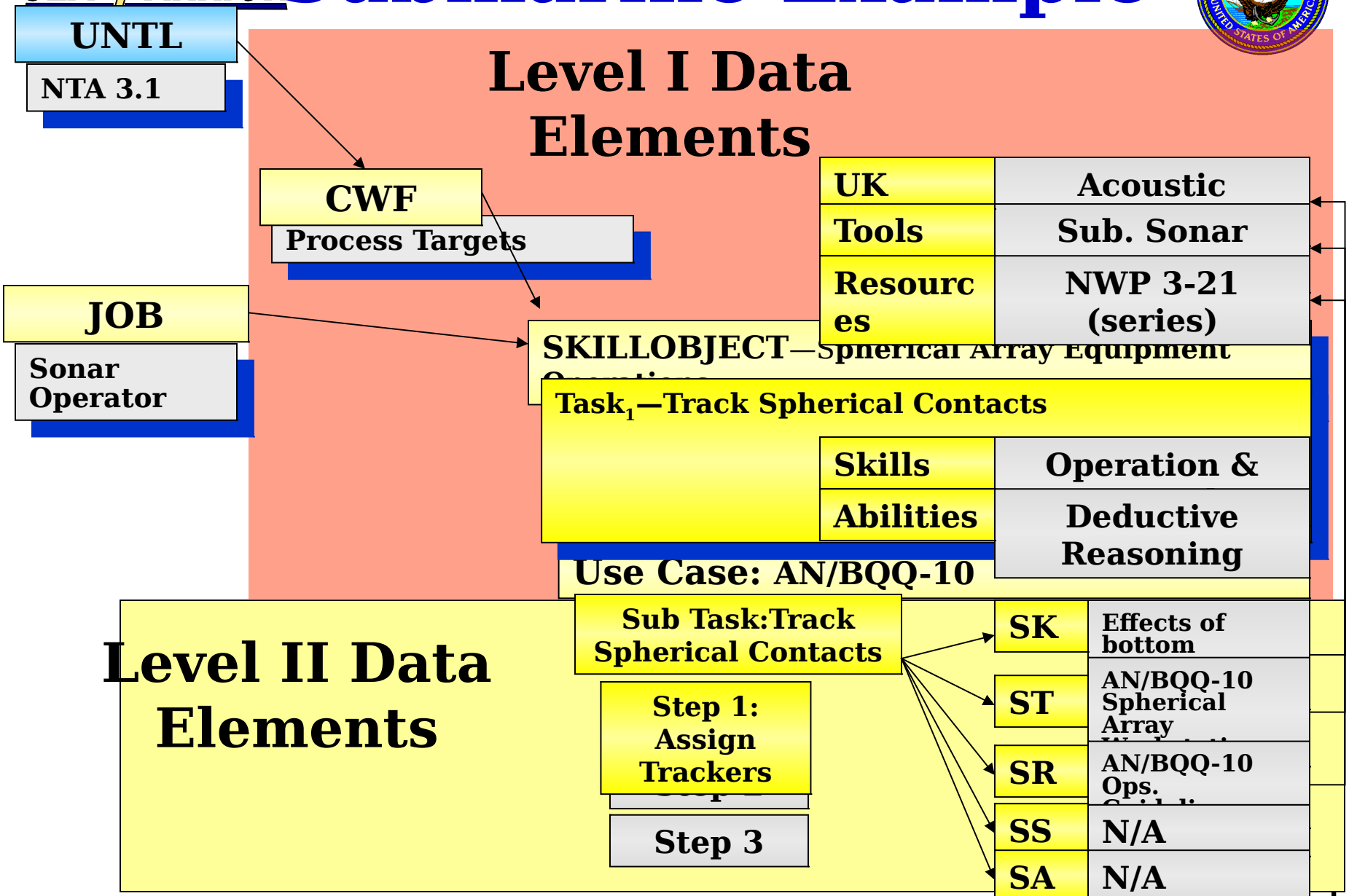
Affective:

- TBD

Submarine Example



Submarine Example



Current capabilities

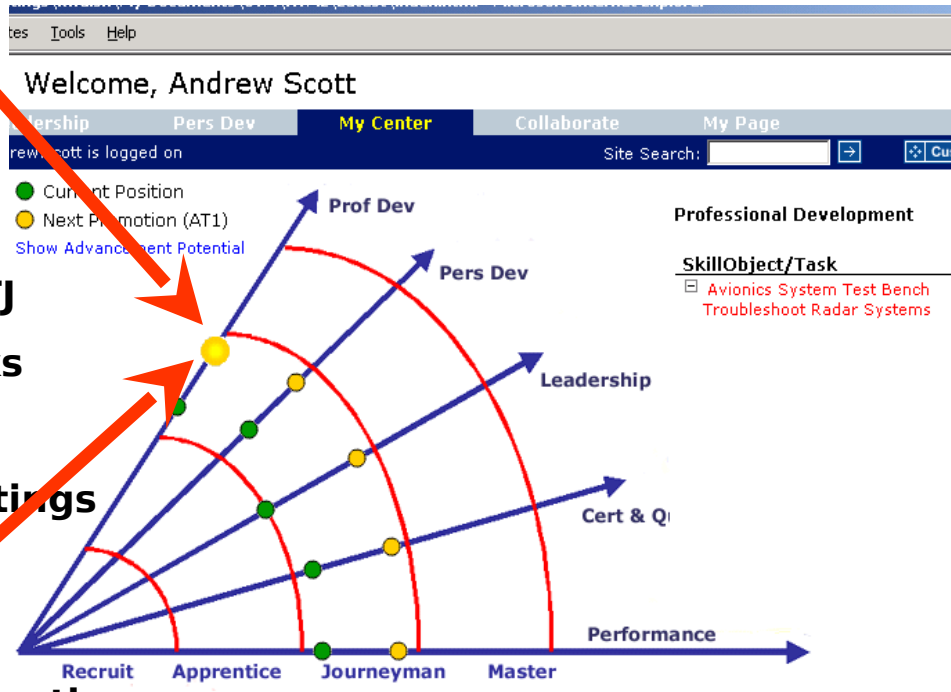
- Current position, position development, selected job options
- Skill objects for vector points
- Some content
- Tasks for skill objects
- Link to LCMS for Training (Content)
- Career search
- Benefits map

Future capabilities

- Link to LMS (Class scheduling) and ETJ
- Link to NMETLS, OJT, RT for skills/tasks
- Promotion algorithm
- Performance comparisons for peer ratings
- Selection probability
- Education plan
- Administrative (Organizational) perspectives

5VM CAPABILITIES

Multiple views….Fleet, Supervisory, Center, Organizational, etc.



Performance Vector in work

Fleet - Microsoft Internet Explorer

File Edit View Favorites Tools Help

N@VY KNOWLEDGE ONLINE

Home | Leadership | Pers Dev | My Battle Group | Collaborate | My Page

Wednesday 6. Aug 2003 - michael.smith is logged on

Site Search: Customize User Guide

- Home
- Events
- Calendar
- Reporting
- Help

Composite Mission Essential Task (MET) Performance Scores

Click unit name to view details displayed below

Submarines	Surface Ships		Air	Detachments	Staff
G SSN-716	G CVN-76	G T-AE-34	Y VFA-16	G FWIC	G CCDG 12
	Y FFG-9	G T-AO-202	G VFA-17	G SBU	G CVW 3
	G FFG-23	R DDG-63			G SCC
	G CG-57	G DDG-72			G ADC
	G T-AOE-6				G IWC
					G STWC
					G FOTC

Mission Readiness | Sea Power 21

Carrier Battle Group - Metrics by Mission Area

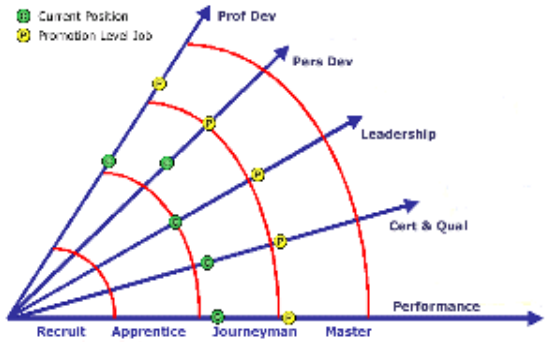
Click metric to view breakdown

	Manpower	Training	Equipment	Sustainment	Ordnance
Overall Readiness	G	G	G	G	Y
Power Projection	G	G	G	G	Y
Air Superiority	G	G	G	G	Y
Maritime Superiority	G	G	G	G	G
Anti-Terrorism / Force Protection	G	G	G	G	G
Amphibious Operations	G	G	G	G	G

Done | My Computer

- 5VM Home
- Career Wizard
- Career Mapper
- Job Options
- Promotions
- Benefits Data
- Education Plan

5VM



Back to 5VM

Network Administrator - IT > Professional Development

SkillObjects/Tasks | Qualifications/Certifications | Equipment | Doctrine

SkillObject / Task	Learning Event	Peer Rating
ISNS Network and Domain Services ⚠	-	8%
1. Perform network component power-on/power-off procedures in accordance with component technical documenation	A-260-0034	
2. Manage users using GOTS Delta User Manger for Domains	A-260-0134	
3. Load and configure Motorola network encryption devices in accordance with load and configuration procedures **(Legacy)**	A-260-0084	
4. Load and configure KG-175 TACLANE network encryption devices in accordance with load and configuration procedures **(New Task)**	A-260-0255	
Network and Domain Security	-	17%
Tactical Information Systems	-	75%
Non-Tactical Information Systems	-	78%
SCI Information Systems	-	

Search Results

- **Prefs (Preferences)** indicates how jobs match your user profile
- **Policy (Navy Policy)** indicates how well you qualify for a job based on variables such as PCS costs
- **Skills (Skills Match)** indicates how well your skills match those required of a job
- **Career (Career Path)** indicates how well this job maps to your career goals

Jobs First 1-10 of 10 Last

Select	Rating	Activity	Location	PG	Prefs	Policy	Skill	Career	Auc	Hot Job
☐	MS	SSN 714 NORFOLK	NH PORTSMOUTH	E5	G	Y	Y	Map		
☐	MS	SSN 720 PITTSBURGH	CT GROTON	E5	G	Y	Y	Map		
☐	MS	SSN 709 HYMAN G RICKOVER	VA NORFOLK	E5	Y	G	Y	Map		
☐	MS	SSN 23 JIMMY CARTER	CT GROTON	E6	G	Y	Y	Map		
☐	MS	SSN 715 BUFFALO	HI PEARL HARBOR	E6	G	R	Y	Map		
☐	MS	SSN 718 HONOLULU	HI PEARL HARBOR	E6	G	R	Y	Map		
☐	MS	SSN 766 CHARLOTTE	HI PEARL HARBOR	E6	G	R	Y	Map		
☐	MS	SSN 700 DALLAS	CT GROTON	E5	G	R	Y	Map		
☐	MS	SSN 715 BUFFALO	HI PEARL HARBOR	E5	G	R	Y	Map		
☐	MS	SSN 771 COLUMBIA	HI PEARL HARBOR	E5	G	R	Y	Map		

Missing Skill: 3527 CULINARY SPEC. Score: 62/100

Corporate opportunities

- Authority and pay tied to a position
  - Pay banding
  - Manpower cost at the position
  - Management to payroll
- Reduce time to competence (IA)
- Just in time skill hire
- Provides dynamic incentives tied to positions with individual choices
  - Promotions, schools, variable leave, relocation costs or variable annuity
  - Marketplace drives force shaping tools
- Ability to predict manpower cost and reduce entitlements

Sea Warrior: Sailor opportunities

- **Replace “up or out” with “best fit”**
- **On ramps and off ramps**
- **Allows de-coupling time as a PCS move driver**
- **Authority and pay tied to a position (up or down)**
  - **Provides dynamic incentives tied to positions with individual choices**

Performance based compensation

“Always Navy”

Challenges

- **Transforming the Assignment System**
- **Sea Warrior: Investing in the Sailors**
- **Supply Chain Management & Modeling**
- **Innovations in Classification & Selection**